Street To Fleet Brief

G-1 OccFld Conference
4 Feb 2004

STF TEAM MEMBERS

- M&RA (MPP-20) – Accession Planning
- Marine Corps Recruiting Command - Recruiting
- M&RA (MMEA-11) - Recruit Classification
- Training & Education – TECOM
- M&RA (RAP) - Reserve Affairs

STF PURPOSE

- Informal team of action officers
- Identify/Correct pipeline inefficiencies
- Visit agencies that influence the pipeline
  - Educate STF members
  - Educate agency members
  - Make improvements when necessary
- Continual, evolving process of improvement

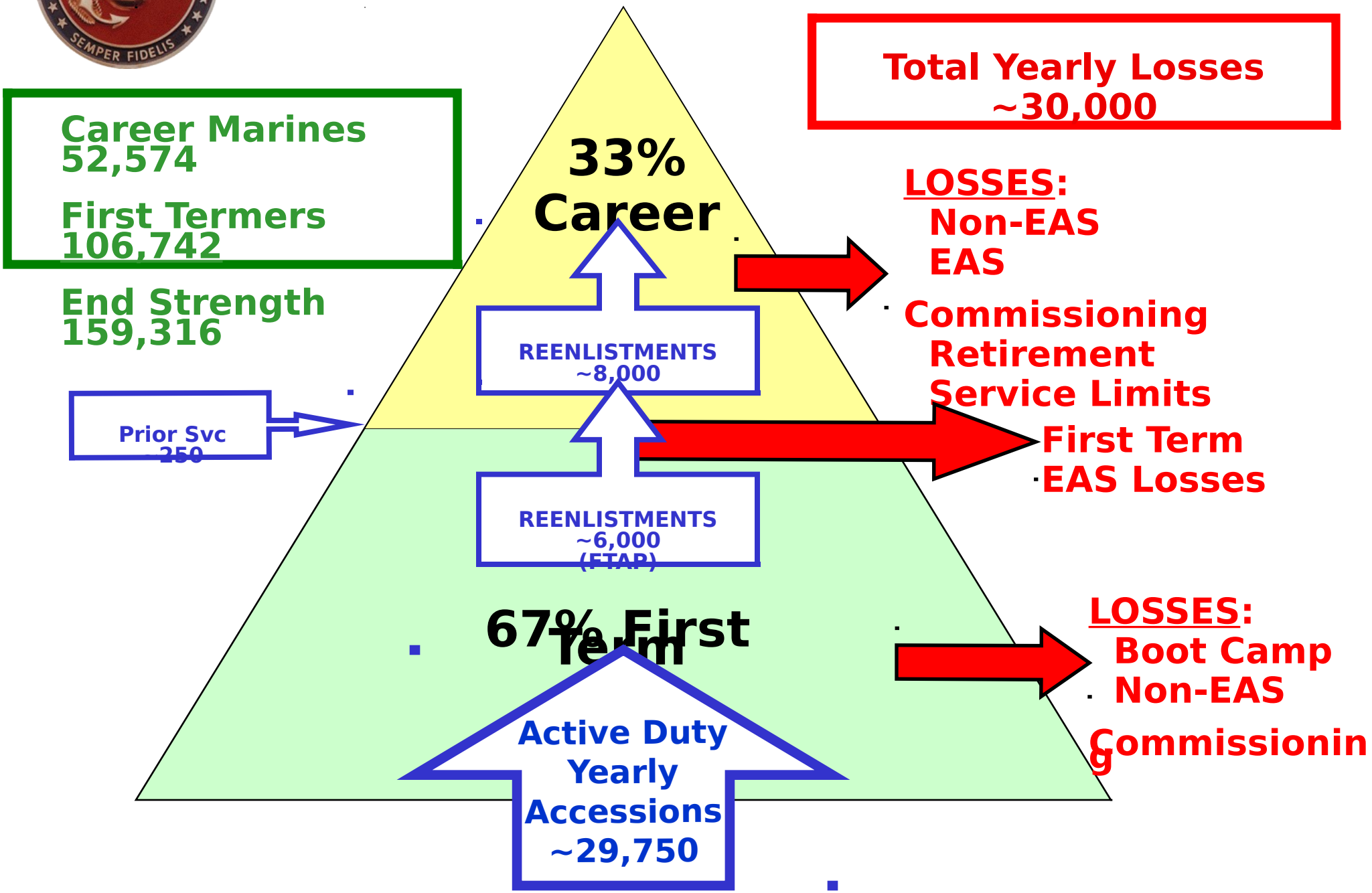
MISSIONS

Plan the right number of Marines every year to sustain the first-term requirement of each entry-level MOS.

- Recruiting Program Plan
- Classification Plan
- Entry-level Training Input Plan (TIP)

Manage the production of high quality, MOS trained first-term Marines in the most effective and efficient manner to support the Marine Corps' missions. (Street to Fleet Team)

ENLISTED ACCESSIONS, RETENTION & LOSSES



FIRST TERM PLANNING

Entry-Level Pipeline Flow

Recruiting

Assigns a Program (grouping of like skills)

Execution

Distribution

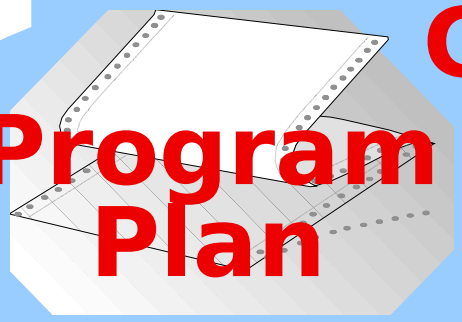
Assigns MOS (from group of like skills)

Execution

Training

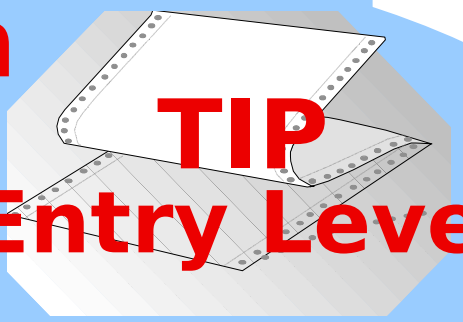
Trains MOS

Planning



Program Plan

Classification Plan



TIP (Entry Level)

MPP

ENLISTMENT PROGRAM PLAN

- **Condense requirements from 200 MOSs into 30 enlistment skill guarantees**
  - **Infantry (UH) ~7270**
  - **Legal/Admin (CB) ~1900**
  - **Grnd Elect (BY/BZ) ~ 900**

- **Program opportunity**
  - **85% program guarantee overall**
  - **15% open contracts**
  - **100% program guarantee for**

RECRUITING PROGRAMS

PEF/ MOS	Description	SEX	TOE	Test Scores
BX	DATA SYSTEMS	M/F	4	GT110
4000	**Data Systems**			
4066	Small Computer Systems Specialist			
4067	Programmer, ADA			
0500	**Marine Air Ground Task Force Plans**			
0511	MAGTF Enlisted Planner			

Program Notes:

• U. S. Citizen

PEF/ MOS	Description	SEX	TOE	Test Scores
DB	COMMAND AND CONTROL/ELECTRICIAN	M/F	4	EL95
0600	**Command and Control Systems**			
0612	Field Wireman			
0613	Construction Wireman			
0614	Unit Level Circuit Switch (ULCS) Operator/Maintainer			
0621	Field Radio Operator			
0622	Mobile Multichannel Equipment Operator			
0624	High Frequency Communication Central Operator			
0626	Fleet SATCOM Terminal Operator			
0627	Ground Mobile Forces SATCOM Operator			
1100	**Utilities**			
1141	Electrician			
1142	Electrical Equipment Specialist			

ENLISTMENT GUARANTEES

- **Enlistment Option Program (EOP)**
  - Guarantee skill area
- **Geographical Option Program (GOP)**
  - Guarantee geo location
- **Marine Corps College Fund (MCCF)**
  - $50K in educational benefits
- **Enlistment bonus program (EBP)**
  - $2K-$6K bonuses
  - Selected MOSs or shipping purposes

CLASSIFICATION PLAN

- **TARGET: MPP-20 INITIAL CLASSIFICATION PLAN (ICP)**
- **GOAL: ACHIEVE 100% OF CLASSIFICATION PLAN FOR EACH ENTRY-LEVEL MOS**
  - **Achieve 100% classification for graduating recruits**

CLASSIFICATIONS

- **Classify all entry-level, active duty, enlisted Marines to an intended MOS and assign them to appropriate MOS training.**
- **Coordinate all required entry-level reclassifications to new intended MOSs.**
- **Determine who is eligible for the Permissive Recruiters Assistance Program (PRASP).**

Training Input Plan (TIP)

- ***The Plan*** - a planning document
- Five year snapshot
- Requirements determined by sponsors
- Provides future school seat requirements
- Schoolhouse develops schedules
- Training Command publishes TQMs

PLANNING EXAMPLE

MOS	Recruiting Requirement	Classification Plan	Graduates to OpForces
0612	398	341	337
0613	34	29	29
0614	113	97	92
0621	1410	1209	1186
0622	226	193	181
0624	14	12	12
0626	9	8	8
0627	51	43	41
1141	154	130	126
1142	205	173	165
Total	**2613**	**2236**	**2176**

Program Plan
2613
"DB" Program
Marines sent to boot camp

Boot Camp/SOI Attrition

School Attrition

DESIRED ENDSTATE

- High Quality Marines
- Efficient Training Pipeline
- Trained Marines
- Healthy 1stTerm MOSs
- Mission Ready Op Forces
- Satisfied Marines